

D&CP – BUREAU OF DEMOCRACY, HUMAN RIGHTS, AND LABOR

Resource Summary

(\$ in thousands)

Appropriations	FY 2008 Actual	FY 2009 Estimate	FY 2010 Request	Increase / Decrease
Positions	118	118	118	0
Funds	19,445	17,853	20,659	2,806

Mission

The Bureau of Democracy, Human Rights, and Labor (DRL) has the leadership role in the Department in advancing and defending human rights and fundamental freedoms around the world. DRL works through diplomatic efforts, and through administering foreign assistance programs with partners to help establish and sustain democratic processes and institutions of government.

Priorities

DRL will continue to lead the strategic coordination of the United States' policy and activities on the promotion of human rights including religious freedom under the direction of the Ambassador at Large for International Religious Freedom, labor rights and democratic principles of government and to ensure that these activities are an integral part of the overall diplomacy and assistance. Efforts include active bilateral and multilateral engagement; effective management of DRL's expanded programmatic responsibilities; quality monitoring and reporting; and forward-leaning public outreach on key democracy and human rights issues, including international religious freedom, labor rights, women's rights, and defense of universal freedoms.

Through the Human Rights and Democracy Fund (HRDF), DRL plays a vital role in actively supporting those who struggle for democracy and human rights in non-democratic countries. In most of these countries the United States does not have resident USAID missions, and in some, the United States does not have diplomatic representation. DRL programming allows a rapid response to challenges and opportunities to advance civil society in countries around the globe. DRL's ability to initiate programs strengthens the diplomatic effort to encourage democratic countries to support human rights and freedom across the globe.

In the Middle East, Iraq remains the highest assistance priority for the United States. DRL, in coordination with the Bureau of Near Eastern Affairs (NEA) and USAID, is implementing a governance strategy for Iraq that focuses on empowering Iraqi citizens and civil society, including independent media, to work cooperatively to reduce violence and build a sustainable, accountable, and responsive system of governance. DRL also supports non-governmental efforts to enhance the Broader Middle East and North Africa Initiative and to engage in the Organization of the Islamic Conference's development of a human rights body.

In South and Central Asia, a vitally important region for U.S. foreign policy, DRL aims to bolster support for civil society, elections, independent media, women's rights, and religious tolerance. DRL coordinates with the Bureau of South and Central Asian Affairs (SCA), USAID, and posts in the field to ensure that DRL programs fill critical gaps in innovative ways, particularly in countries like Afghanistan and Pakistan where overall U.S. assistance levels are high.

In Africa, DRL seeks to promote the institutions of a stable society including space for political opposition, ethnic and religious tolerance, free media, and rule of law, strengthened civil society organizations, and citizens' education. DRC, Zimbabwe, and Sudan remain priorities as their failures on governance and human rights issues affect not only millions of their own citizens, but have significant spillover effects that draw in neighboring nations. Even as the United States continues to work through bilateral channels, the Department is also strongly encouraging the development of a strong African regional position on human rights issues through multilateral bodies such as the Southern African Development Community and the African Union. Regional statements expressing concern about recent coups in Mauritania, Guinea, and Madagascar have bolstered USG messages on the need for a prompt return to democracy.

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In Europe, DRL's goals are to strengthen the institutions of democracy in the Balkans and Eurasia where the institutions such as independent media and a vibrant political opposition are still developing and governments are reflexively opposed to anything perceived as a challenge to their authority and societies are experiencing a rising nationalism, that expresses itself through acts of violence toward the "other," especially toward Jews, Muslims, and Roma. Working with traditional European partners to maintain a consistent message on global and regional human rights issues is key in this region. This is particularly true in regards to the former Soviet states, including Russia, where a combination of these nations' historical grievances against their perceived mistreatment by the West and significant strategic interests, such as energy and arms control, make obtaining consensus on human rights and governance issues especially challenging.

In Asia, China is one of DRL's top priorities. DRL uses bilateral and multilateral diplomacy to encourage China to bring its human rights practices, including toward religious believers, into compliance with international standards. It also supports programs to promote the rule of law, civil society, and public participation. Other DRL priorities in Asia include strengthening democratic institutions in weak and less developed democracies such as Thailand, Cambodia, and Timor-Leste; continuing to promote respect for human rights in countries under authoritarian rule such as Burma, Laos, and North Korea; improving respect for labor rights in Vietnam and the Philippines; holding a results-based human rights dialogue with the Government of Vietnam to press for greater political, religious, and social freedoms; and supporting civil society engagement in the creation of an ASEAN human rights mechanism.

In Latin America, DRL will continue working with the Colombian government to ensure that the military respects human rights and that human rights defenders, trade unionists, and at-risk populations, such as Afro-Colombians, are protected from abuses. DRL is increasing its engagement on Mexico and other Central American Merida Initiative countries, to ensure that human rights are an integral part of strengthening those countries' law enforcement and judicial sectors. Another regional priority is to support Cubans' aspirations for a free and democratic Cuba.

As the primary bureau within the Department that works on labor rights and corporate social responsibility (CSR), DRL has increased outreach on the importance of CSR and coordinated USG labor-related programs and policies. DRL will continue to advance a range of labor and CSR initiatives through interagency cooperation and outreach efforts with industry, NGOs, labor organizations, and other governments. DRL will develop new assistance projects and other cooperative activities to end worker exploitation and combat sweatshop conditions. DRL also promotes the development of regional human rights mechanisms and supports exchanges between regional human rights and democracy institutions.

STRATEGIC GOAL: Governing Justly and Democratically	
Strategic Priority: Rule of Law and Human Rights	
Indicator: Improved respect for worker rights and more effective corporate social responsibility (CSR) through diplomacy, policy formulation, technical assistance, partnership initiatives, and multi-stakeholder engagement.	
Target FY 2010	Improved respect for worker rights through multi-stakeholder engagement and CSR. Development of technical assistance programs to improve labor standards and build capacity of worker and employer organizations. Strengthened labor diplomacy to advance international policy goals. Further extension, promotion, and implementation of the Voluntary Principles. Continued support for the Global Internet Freedom Task Force initiative from private-sector partners.
Target FY 2009	Improved labor standards, respect for worker rights, and corporate social responsibility through increased engagement with governments, business, and civil society, including workers. Strengthened and more effective dialogue with partners and stakeholders to resolve conflicts between business and labor while raising labor standards. Continued outreach to potential host countries to promote and implement the Voluntary Principles. Continued support for the Global Internet Freedom Task Force initiative from private sector partners.
Target FY 2008	Continued engagement on multi-stakeholder approaches to improve human rights and curtail human rights abuses and violations in other industries, including commodities, by initiating new multi-stakeholder initiatives to address those industries. Internet companies will continue to support the Global Internet Freedom Task Force and help expand its activities. The Department will educate firms and factories for them to better understand the business case for compliance thereby increasing the number of firms and factories adhering to international labor codes. Finally, the Department will reach out to potential host countries, e.g., Colombia, Nigeria, and Indonesia, as well as other home countries, e.g., Canada, Australia, and France, on endorsing and implementing the Voluntary Principles on Security and Human Rights (VPs).

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Results FY 2008	Rating: On Target Continued to engage firms and factories on adhering to codes of conduct that promote human rights through Partnership to Eliminate Sweatshops Programs. The Department co-hosted the U.S. Government's Internet freedom policy forum with over 100 representatives from technology corporations, investment firms, non-governmental organizations, foreign governments, and Congressional offices. The Department participated in the 2008 Voluntary Principles on Security and Human Rights Plenary meeting hosted by the Government of the Netherlands, and took a lead role in developing a new framework for entry of new government participants. The Department engaged with multi-stakeholders and convened a policy forum with the Belgium government to address the worst forms of child labor in the West African cocoa sector. The Department implemented new programs in the CAFTA-DR region to promote partnerships and advance labor rights. The Department hosted an Intergovernmental forum on CSR attended by government representatives from around the world. Internet programs were awarded with \$15 million earmark from Congress of HRDF funds. The Department developed a new multi-stakeholder partnership to combat child labor in the cotton sector of Uzbekistan and slave labor in Brazilian supply chains.
Impact	Continued engagement on multi-stakeholder approaches helped to improve human rights and curtail labor violations and abuses. Internet companies continued to support the Global Internet Freedom Task Force and helped to expand its activities. Adding new governments to the VPs, especially host governments of countries where the extractives companies are operating, provided new opportunities to engage host governments on human rights issues. Programs in CAFTA-DR countries helped to promote private-public partnerships and raise labor standards. Actions initiated to combat child labor in the cocoa sector and Uzbekistan cotton sector and slave labor in Brazilian supply chains.
Results FY 2007	Continued to engage firms and factories on adhering to codes of conduct that promote human rights through Partnership to Eliminate Sweatshops Programs. The Department co-hosted the U.S. Government's first Internet freedom policy forum with over 100 representatives from technology corporations, investment firms, non-governmental organizations, foreign governments, and Congressional offices. The Department hosted 2007 Voluntary Principles Plenary meeting, and presided over the successful adoption of new commitments to promote the respect of human rights by the extractive industry companies, non-governmental organizations, and government participants. The Department promoted implementation of the Voluntary Principles to companies, non-governmental organizations, and governments in Colombia, Indonesia, and Nigeria and co-hosted two forums to address child labor in the West African cocoa sector.
Results FY 2006	Programs to improve worker rights were implemented in Central America and Cambodia. In some instances, the outcome was greater respect for human rights and the formation of unions. Voluntary Principles continued to be effective in oil industry. The Secretary launched the Global Internet Freedom Task Force to bring governments, internet service providers, and non-governmental organizations together to promote, monitor and respond to threats to Internet Freedom and to advance the frontiers of Internet freedom by expanding Internet access.
Results FY 2005	Indicator and baseline established in FY 2008.
VERIFICATION AND VALIDATION	
Data Source and Quality	Data Source: Embassy and grantee reporting of partnership programs; International Confederation of Free Trade Unions and International Labor Organization analysis of worker rights situations in various countries. Expanded reporting in the Human Rights Report on Internet freedom. Data Quality: A method for detecting duplicate data and/or missing data, and proper safeguards to prevent unauthorized changes to the data are in place. Data quality problems are clearly described in final reports and there is a regularized schedule of data in place to meet program management needs. Data quality assessment revealed no significant data limitations.

DRL works closely with the National Security Council to develop democracy strategies, providing a “global lens” not achievable from any one mission. DRL uses an open, competitive grant process to bring the best ideas and implementers to deal with the most challenging “venture capital” programs to advance human rights and democratic institutions. The Bureau will soon be overseeing implementation of more than \$500 million in foreign assistance, focused primarily on countries where there is no USAID Mission, where missions are engaged in post-conflict reconstruction, or other large donor programs that sometimes preclude a priority focus on human rights and democratic development.

DRL’s annual Country Reports on Human Rights Practices (HRR) cover 196 countries and geographic areas. These reports have often been cited as one of the most popular reports that the Department produces and set the standard for documenting current human rights conditions around the globe. U.S. Government agencies use the HRR to consider

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human rights and democracy policy and to inform consideration for programs such as the Millennium Challenge Account and the African Growth and Opportunities Act. Publication of the HRR has resulted in governments of other countries actively addressing human rights abuses in their own homeland. Asylum officers and judges in the United States and many other countries use the reports as vital background when adjudicating claims. The HRR includes such categories as arbitrary or unlawful deprivation of life, denial of fair public trial, freedom of speech, elections and political participation, religious freedom, persecution of homosexuals, child marriage, and Internet freedom. DRL will continue to produce high-quality, timely reports that put a spotlight on global human rights abuses.

The 1998 International Religious Freedom Act (IRFA) requires, inter alia, the preparation of annual reports on religious freedom and various measures to promote religious freedom. The Ambassador at Large for International Religious Freedom and his/her office will continue to expand religious freedom in the Countries of Particular Concern (CPCs) and focus attention on countries that are not designated as CPCs, but where abuses of religious freedom are nevertheless significant. The Department's annual Report on International Religious Freedom sets the standard for assessing current religious freedom conditions worldwide.

DRL continues to fulfill the IRFA provisions by playing a leading role in the production of a comprehensive annual report on religious freedom in each foreign country and pursuing policies to advance religious freedom, denounce violations, and implement U.S. responses. Under the IRFA, DRL devotes particular attention to the worst violators of religious freedom, which are formally designated as Countries of Particular Concern, by targeting key countries to negotiate improvements. DRL has worked successfully in multilateral fora to protect religious freedom and fight defamation of religion resolutions, which adversely impact freedom of expression and freedom of religion. DRL has programmed \$4 million in FY 2008 funds to promote religious freedom and tolerance in key regions and countries, and will work to build on those initiatives.

STRATEGIC GOAL: GOVERNING JUSTLY AND DEMOCRATICALLY	
Strategic Priority: Rule of Law and Human Rights	
Indicator: Key Milestones Achieved in the Advancement of International Religious Freedom	
Target FY 2010	DRL will continue to promote religious freedom and strategically use multilateral fora as a venue for protecting religious freedoms and highlighting abuses, while also preventing the weakening of freedom of religion or spreading of “defamation of religions” concept. DRL will continue to address religious freedom abuses and violations with individual countries, and work to achieve specific policy changes in at least one region or country. DRL will work to modify problematic laws or regulations that limit religious freedom. Outreach efforts will continue to increase the prominence of religious freedom issues. DRL will continue to refine and streamline the <i>International Religious Freedom Report</i> . Improvements in international religious freedom will be measured through the <i>International Religious Freedom Report</i> and <i>Country Reports on Human Rights Practices</i> .
Target FY 2009	DRL will sustain advocacy to promote religious freedom in priority countries and combat spread of the problematic concept of defamation of religions through the UN and other regional bodies. Significant policy changes are to be achieved in at least one target country or region. There will be consolidated planning and activities in multilateral fora to promote religious freedom (such as fighting prohibitions on the vaguely defined “defamation of religion”). DRL will continue consolidated outreach efforts to increase understanding of and support for religious freedom globally, leading to increased media attention. Improvements in the protection of international religious freedom will be measured through the <i>International Religious Freedom Report</i> and the <i>Country Reports on Human Rights Practices</i> .
Target FY 2008	DRL will continue broader and deeper engagement to promote religious freedom with priority countries and throughout priority regions (NEA, SCA, EAP, AF) to improve religious freedom and achieve significant policy changes in at least one target country or region. Increase outreach to develop greater understanding of and support for religious freedom around the world. Coordination with key countries will result in religious freedom progress in at least two priority countries or multilateral fora. Improvements in the protection of international religious freedom will be measured through the <i>International Religious Freedom Report</i> and the <i>Country Reports on Human Rights Practices</i> .

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Results FY 2008	Rating: On Target In UN fora, the Department of State worked to increase awareness of the dangers of defamation of religion resolutions. DRL's International Religious Freedom (IRF) office also worked with Turkmenistan on further revisions to its religion law and built on achievements such as the registration of two additional religious groups and gradual de-emphasis of the former president's spiritual text, the Ruhnama. The efforts of IRF's Ambassador-at-large helped to obtain the release of a detainee held for religious reasons in the Middle East. Negotiations with Saudi Arabia resulted in unprecedented measures of transparency with regard to the actions of the mutawwa'in (religious police) and rule of law regulating their activities.
Impact	Vietnam registered many religious organizations and chose higher quotas of organizations to register. IRF persuaded Kazakhstan, Kyrgyzstan and Tajikistan to seek expert review of proposed religion laws from the Organization for Security and Co-operation in Europe and the Office for Democratic Institutions and Human Rights, which resulted in less restrictive draft laws in Kazakhstan and Tajikistan.
Results FY 2007	Intensive diplomacy with Vietnam in 2007 led to concrete improvements in religious freedom (release of remaining religious prisoners, registration of hundreds more places of worship, more effective implementation of laws regulating religious groups). The Secretary of State designated Uzbekistan a Country of Particular Concern spurring the government to begin discussions with the United States to improve religious freedom. Advocacy against a detrimental resolution on "defamation of religions" resulted in a significant decrease in support for that resolution at the UN General Assembly. The <i>Annual Report on International Religious Freedom</i> received greater attention from the governments of Countries of Particular Concern.
Results FY 2006	Intensive diplomacy with Vietnam led to its removal from the list of Countries of Particular Concern. Religious prisoners were released in Vietnam, Saudi Arabia and China. Saudi Arabia made new and substantial efforts on religious tolerance and practice. Successful advocacy was implemented against an anti-conversion law in India; pressed the Vatican and Europeans to call for changes in China, Eritrea, and Vietnam; and worked with the Organization for Security and Cooperation in Europe to promote religious freedom in various former Soviet Union countries.
Results FY 2005	Intensive diplomacy with Vietnam resulted in a binding agreement. Commitments were secured on religious freedom in key countries of concern. Religious prisoners released in Vietnam, Saudi Arabia, China, and other countries. Anti-conversion laws were not passed in any country.
VERIFICATION AND VALIDATION	
Data Source and Quality	International Religious Freedom Report to Congress and the Country Reports on Human Rights Practices; field assessments by U.S. Embassy and Foreign Affairs officials; meetings with religious groups, non-governmental organizations (NGOs). Data Quality Assessment revealed no significant data limitations.

Justification of Program Change

Democracy and HR Programming: \$1,300,000

Funding is requested for performance management of cutting-edge human rights and democracy programs in countries with difficult implementation environments to ensure that programs are not only an effective and efficient use of taxpayer funds, but are also reviewed and monitored for compliance with the terms and conditions of those programs.

This request includes the domestic funding portion to implement the Advancing Democratic Values Act and includes establishment of a Democracy Fellowship program, production of the Annual Report on Advancing Freedom and Democracy, and more effective human rights training in the Department, as well as revision of personnel policies and regulations to provide greater incentives for and recognition of creative and effective promotion of human rights and democracy.

There are steadily increasing statutory reporting requirements for annual high profile reports including the Country Reports on Human Rights Practices, reports critical to Congress, NGOs and other stakeholders. This request includes

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editor and researcher staffing costs to comply with these statutory requirements and to continue to improve the quality and usefulness of required reports

Leahy Human Rights Vetting: \$1,200,000

DRL engages in vetting of all foreign security forces units (military or police) nominated for security assistance to confirm the Department does not have credible evidence that such units are implicated in gross human rights violations. Known as “Leahy” vetting after the statutory provision that prohibits assistance where the Department has evidence of gross violations, this process is designed to ensure such units do not benefit from U.S. assistance. The enhanced Leahy vetting system currently under development will be used in every post worldwide and in the United States and will maintain records and databases of all vetting-related matters. There are several thousand of these types of vetting requests per year, including vettings performed at DOD’s request for its training programs, and an individual request can contain several hundred names to vet. Worldwide, vetting requests continue to increase. With the anticipated increase in training for security forces in Afghanistan and Iraq, the steady upward trend in our work load is expected to continue. Failure to properly fund this requirement could delay significant mission-critical assistance and training to Iraqi and Afghan security forces, among others; or increase the risk that U.S. security assistance might be inadvertently provided to gross human rights violators in violation of statutory requirements. This could in turn lead to concerns about continuing robust security assistance programs in countries where U.S. national security interests are at stake.

FY 2010 Request Resource Summary

	Positions			Pos Total	Funds (\$ in thousands)		
	American Domestic	Overseas	FSN		Bureau Managed	American Salaries	Funds Total
FY 2008 Actual	116	2	0	118	6,534	12,911	19,445
FY 2009 Estimate	116	2	0	118	4,320	13,533	17,853
FY 2010 Built-in Changes							
Annualization of FY 2009							
American COLA	0	0	0	0	10	67	77
Domestic Inflation	0	0	0	0	12	0	12
FY 2010 American Cost of							
Living Adjustment	0	0	0	0	28	208	236
Total Built-in Changes	0	0	0	0	50	275	325
FY 2010 Current Services	116	2	0	118	4,370	13,808	18,178
FY 2010 Program Changes							
Democracy and Human Rights							
Programming	0	0	0	0	1,330	0	1,330
Leahy Vetting	0	0	0	0	1,151	0	1,151
Total Program Changes	0	0	0	0	2,481	0	2,481
FY 2010 Request	116	2	0	118	6,851	13,808	20,659

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Staff by Program Activity

(positions)

Bureau of Democracy, Human Rights, and Labor	FY 2008 Actual	FY 2009 Estimate	FY 2010 Request	Increase / Decrease
Conduct of Diplomatic Relations	84	84	84	0
Political Affairs	84	82	0	(82)
Political Diplomacy	84	82	0	(82)
Public Diplomacy - Program Costs	0	2	84	82
Political Diplomacy	0	2	84	82
Policy Formulation	30	30	30	0
Department Direction	30	30	30	0
Public Diplomacy	4	4	4	0
Public Diplomacy - Program Costs	4	4	0	(4)
Total	118	118	118	0

Funds by Program Activity

(\$ in thousands)

Bureau of Democracy, Human Rights, and Labor	FY 2008 Actual	FY 2009 Estimate	FY 2010 Request	Increase / Decrease
Conduct of Diplomatic Relations	14,337	12,728	18,184	5,456
Department Direction	0	0	4,878	4,878
Political Affairs	14,337	12,728	13,306	578
Political Diplomacy	9,137	12,728	0	(12,728)
Policy Formulation	4,634	4,619	1,955	(2,664)
Department Direction	4,634	4,619	0	(4,619)
Political Affairs	0	0	1,955	1,955
Public Diplomacy	474	506	520	14
Public Diplomacy - Program Costs	474	506	18	(488)
Total	19,445	17,853	20,659	2,806

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FY 2010 Request Program Activities

Department Of State	Positions				Funds (\$ in thousands)		
	American Domestic	American Overseas	FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
Conduct of Diplomatic Relations	82	2	0	84	4,878	13,306	18,184
Department Direction	0	0	0	0	4,878	0	4,878
Political Affairs	0	0	0	0	0	13,306	13,306
Public Diplomacy - Program Costs	82	2	0	84	0	0	0
Political Diplomacy	82	2	0	84	0	0	0
Policy Formulation	30	0	0	30	1,955	0	1,955
Department Direction	30	0	0	30	0	0	0
Political Affairs	0	0	0	0	1,955	0	1,955
Public Diplomacy	4	0	0	4	18	502	520
Public Diplomacy - Program Costs	0	0	0	0	18	0	18
Total	116	2	0	118	6,851	13,808	20,659

Staff by Domestic Organization Unit (positions)

Bureau of Democracy, Human Rights, and Labor	FY 2008 Actual	FY 2009 Estimate	FY 2010 Request	Increase / Decrease
Office of Africa and Europe Affairs	22	18	18	0
Office of Asia and Western Hemisphere	0	12	12	0
Office of Human Rights and Democracy	32	0	0	0
Office of International Labor Affairs	9	9	9	0
Office of International Religious Freedom	15	15	15	0
Office of Multilateral and Global Affairs	13	13	13	0
Office of Near East Asia and South Central Asia	0	17	17	0
Office of Strategic and External Affairs	7	4	4	0
Office of the Assistant Secretary	14	30	30	0
Principal Deputy Assistant Secretary	4	0	0	0
Senior Coordinator for Democracy Promotion	2	0	0	0
Total	118	118	118	0

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Funds by Domestic Organization Unit

(\$ in thousands)

Bureau of Democracy, Human Rights, and Labor	FY 2008 Actual	FY 2009 Estimate	FY 2010 Request	Increase / Decrease
Deputy Assistant Secretary	1585	4,552	0	(4,552)
Office of Africa and Europe Affairs	3,115	2,738	3,080	342
Office of Asia and Western Hemisphere	0	1,830	2,049	219
Office of Human Rights and Democracy	5,625	0	0	0
Office of International Labor Affairs	980	346	0	(346)
Office of International Labor and Corporate Social Responsibility	0	1,030	813	(217)
Office of International Religious Freedom	2,140	2,283	2,564	281
Office of Multilateral and Global Affairs	2,077	1,982	3,585	1,603
Office of Near East Asia and South Central Asia	0	2,586	2,907	321
Office of Strategic and External Affairs	1,235	506	520	14
Office of the Assistant Secretary	2,031	0	5,141	5,141
Principal Deputy Assistant Secretary	316	0	0	0
Senior Coordinator for Democracy Promotion	341	0	0	0
Total	19,445	17,853	20,659	2,806

Funds by Object Class

(\$ in thousands)

Bureau of Democracy, Human Rights, and Labor	FY 2008 Actual	FY 2009 Estimate	FY 2010 Request	Increase / Decrease
1100 Personnel Compensation	9,716	9,249	9,473	224
1200 Personnel Benefits	3,866	5,118	5,584	466
2100 Travel & Trans of Persons	1,249	1,199	1,610	411
2300 Rents, Comm & Utilities	352	104	370	266
2400 Printing & Reproduction	140	118	236	118
2500 Other Services	3,509	2,000	0	(2,000)
2600 Supplies and Materials	211	40	114	74
3100 Personal Property	402	25	68	43
9000 Other	0	0	3,204	3,204
Total	19,445	17,853	20,659	2,806